

WAGE DETERMINATION NO: 94-2479 REV (20) AREA: SC, GREENVILLE

WAGE DETERMINATION NO: 94-2479 REV (20) AREA: SC, GREENVILLE  
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 \*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
 WASHINGTON D.C. 20210

William W. Gross                      Division of  
 Director                      Wage Determinations

Wage Determination No.: 1994-2479  
 Revision No.: 20  
 Date Of Last Revision: 06/05/2002

State: South Carolina  
 Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Greenwood,  
 Laurens, Oconee, Pickens, Spartanburg, Union

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.97
Accounting Clerk II	10.88
Accounting Clerk III	13.12
Accounting Clerk IV	16.63
Court Reporter	14.18
Dispatcher, Motor Vehicle	13.83
Document Preparation Clerk	11.52
Duplicating Machine Operator	11.52
Film/Tape Librarian	9.18
General Clerk I	7.64
General Clerk II	8.59
General Clerk III	10.62
General Clerk IV	11.92
Housing Referral Assistant	16.09
Key Entry Operator I	9.85
Key Entry Operator II	10.74
Messenger (Courier)	8.30
Order Clerk I	10.41
Order Clerk II	12.17
Personnel Assistant (Employment) I	10.35
Personnel Assistant (Employment) II	11.62
Personnel Assistant (Employment) III	14.20
Personnel Assistant (Employment) IV	16.12
Production Control Clerk	15.04
Rental Clerk	9.41
Scheduler, Maintenance	11.60
Secretary I	11.60
Secretary II	14.18
Secretary III	16.09
Secretary IV	19.33
Secretary V	21.40
Service Order Dispatcher	11.31
Stenographer I	11.91
Stenographer II	13.38
Supply Technician	19.33
Survey Worker (Interviewer)	11.23
Switchboard Operator-Receptionist	9.76
Test Examiner	14.18
Test Proctor	14.18
Travel Clerk I	9.49
Travel Clerk II	10.11
Travel Clerk III	10.76
Word Processor I	9.54
Word Processor II	11.02
Word Processor III	14.20
Automatic Data Processing Occupations	
Computer Data Librarian	8.67

Computer Operator I	11.50
Computer Operator II	12.87
Computer Operator III	16.26
Computer Operator IV	18.07
Computer Operator V	20.02
Computer Programmer I (1)	13.73
Computer Programmer II (1)	18.59
Computer Programmer III (1)	21.02
Computer Programmer IV (1)	25.43
Computer Systems Analyst I (1)	19.42
Computer Systems Analyst II (1)	24.87
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.52
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.84
Automotive Glass Installer	13.82
Automotive Worker	12.53
Electrician, Automotive	13.32
Mobile Equipment Servicer	10.89
Motor Equipment Metal Mechanic	14.10
Motor Equipment Metal Worker	12.53
Motor Vehicle Mechanic	14.10
Motor Vehicle Mechanic Helper	10.09
Motor Vehicle Upholstery Worker	11.70
Motor Vehicle Wrecker	12.53
Painter, Automotive	13.32
Radiator Repair Specialist	12.53
Tire Repairer	10.52
Transmission Repair Specialist	14.10
Food Preparation and Service Occupations	
Baker	8.42
Cook I	7.22
Cook II	8.33
Dishwasher	6.65
Food Service Worker	6.74
Meat Cutter	9.63
Waiter/Waitress	6.13
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.46
Furniture Handler	9.04
Furniture Refinisher	13.32
Furniture Refinisher Helper	10.09
Furniture Repairer, Minor	11.70
Upholsterer	13.32
General Services and Support Occupations	
Cleaner, Vehicles	6.44
Elevator Operator	6.44
Gardener	7.59
House Keeping Aid I	6.30
House Keeping Aid II	6.44
Janitor	6.44
Laborer, Grounds Maintenance	6.56
Maid or Houseman	6.30
Pest Controller	7.60
Refuse Collector	6.44
Tractor Operator	7.40
Window Cleaner	6.56
Health Occupations	
Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.14
Licensed Practical Nurse I	10.20
Licensed Practical Nurse II	11.44
Licensed Practical Nurse III	12.79
Medical Assistant	10.75
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.00
Nursing Assistant II	8.99
Nursing Assistant III	9.81

Nursing Assistant IV	11.00
Pharmacy Technician	12.19
Phlebotomist	11.44
Registered Nurse I	17.00
Registered Nurse II	20.80
Registered Nurse II, Specialist	20.80
Registered Nurse III	25.17
Registered Nurse III, Anesthetist	25.17
Registered Nurse IV	31.17
Information and Arts Occupations	
Audiovisual Librarian	16.83
Exhibits Specialist I	15.52
Exhibits Specialist II	17.47
Exhibits Specialist III	19.84
Illustrator I	15.52
Illustrator II	17.47
Illustrator III	19.84
Librarian	19.60
Library Technician	11.03
Photographer I	13.51
Photographer II	15.81
Photographer III	17.45
Photographer IV	20.06
Photographer V	23.35
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.05
Counter Attendant	7.05
Dry Cleaner	8.23
Finisher, Flatwork, Machine	7.05
Presser, Hand	7.05
Presser, Machine, Drycleaning	7.05
Presser, Machine, Shirts	7.05
Presser, Machine, Wearing Apparel, Laundry	7.05
Sewing Machine Operator	8.69
Tailor	9.25
Washer, Machine	7.64
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.67
Tool and Die Maker	18.12
Material Handling and Packing Occupations	
Forklift Operator	11.65
Fuel Distribution System Operator	11.98
Material Coordinator	13.81
Material Expediter	13.81
Material Handling Laborer	9.70
Order Filler	9.08
Production Line Worker (Food Processing)	10.89
Shipping Packer	10.60
Shipping/Receiving Clerk	11.66
Stock Clerk (Shelf Stocker; Store Worker II)	10.67
Store Worker I	8.07
Tools and Parts Attendant	11.18
Warehouse Specialist	11.18
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	14.87
Aircraft Mechanic Helper	10.89
Aircraft Quality Control Inspector	16.11
Aircraft Servicer	12.62
Aircraft Worker	13.53
Appliance Mechanic	13.32
Bicycle Repairer	10.52
Cable Splicer	15.97
Carpenter, Maintenance	14.10
Carpet Layer	13.53
Electrician, Maintenance	14.87
Electronics Technician, Maintenance I	15.85
Electronics Technician, Maintenance II	16.85
Electronics Technician, Maintenance III	17.84
Fabric Worker	12.52
Fire Alarm System Mechanic	16.22

Fire Extinguisher Repairer	12.52
Fuel Distribution System Mechanic	17.84
General Maintenance Worker	14.71
Heating, Refrigeration and Air Conditioning Mechanic	14.47
Heavy Equipment Mechanic	15.32
Heavy Equipment Operator	14.40
Instrument Mechanic	15.23
Laborer	6.74
Locksmith	14.14
Machinery Maintenance Mechanic	15.32
Machinist, Maintenance	16.60
Maintenance Trades Helper	10.09
Millwright	16.62
Office Appliance Repairer	14.14
Painter, Aircraft	13.32
Painter, Maintenance	13.32
Pipefitter, Maintenance	15.55
Plumber, Maintenance	14.98
Pneudraulic Systems Mechanic	16.22
Rigger	15.05
Scale Mechanic	14.41
Sheet-Metal Worker, Maintenance	14.10
Small Engine Mechanic	12.53
Telecommunication Mechanic I	14.92
Telecommunication Mechanic II	15.77
Telephone Lineman	15.23
Welder, Combination, Maintenance	15.13
Well Driller	14.40
Woodcraft Worker	15.23
Woodworker	10.89
Miscellaneous Occupations	
Animal Caretaker	7.12
Carnival Equipment Operator	7.76
Carnival Equipment Repairer	8.35
Carnival Worker	7.12
Cashier	7.46
Desk Clerk	9.14
Embalmer	19.06
Lifeguard	9.42
Mortician	19.43
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.85
Recreation Specialist	12.67
Recycling Worker	7.40
Sales Clerk	9.48
School Crossing Guard (Crosswalk Attendant)	5.86
Sport Official	8.97
Survey Party Chief (Chief of Party)	13.51
Surveying Aide	8.95
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.28
Swimming Pool Operator	8.37
Vending Machine Attendant	6.74
Vending Machine Repairer	8.37
Vending Machine Repairer Helper	6.74
Personal Needs Occupations	
Child Care Attendant	9.14
Child Care Center Clerk	11.41
Chore Aid	6.74
Homemaker	16.03
Plant and System Operation Occupations	
Boiler Tender	16.47
Sewage Plant Operator	15.56
Stationary Engineer	16.47
Ventilation Equipment Tender	10.89
Water Treatment Plant Operator	15.57
Protective Service Occupations	
Alarm Monitor	10.05
Corrections Officer	12.60
Court Security Officer	13.56
Detention Officer	12.60

Firefighter	14.72
Guard I	6.74
Guard II	10.00
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.53
Hatch Tender	13.53
Line Handler	13.53
Stevedore I	11.84
Stevedore II	13.37
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.37
Archeological Technician II	14.94
Archeological Technician III	18.52
Cartographic Technician	20.09
Civil Engineering Technician	18.26
Computer Based Training (CBT) Specialist/ Instructor	19.42
Drafter I	10.11
Drafter II	14.72
Drafter III	16.46
Drafter IV	18.52
Engineering Technician I	12.64
Engineering Technician II	14.18
Engineering Technician III	16.74
Engineering Technician IV	20.47
Engineering Technician V	25.05
Engineering Technician VI	30.29
Environmental Technician	16.04
Flight Simulator/Instructor (Pilot)	23.37
Graphic Artist	19.38
Instructor	18.61
Laboratory Technician	14.30
Mathematical Technician	18.52
Paralegal/Legal Assistant I	14.20
Paralegal/Legal Assistant II	21.43
Paralegal/Legal Assistant III	26.21
Paralegal/Legal Assistant IV	31.72
Photooptics Technician	20.06
Technical Writer	21.40
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs	14.99
Weather Observer, Senior	16.66
Weather Observer, Upper Air	14.99
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.30
Parking and Lot Attendant	6.38
Shuttle Bus Driver	10.11
Taxi Driver	7.62
Truckdriver, Heavy Truck	12.41
Truckdriver, Light Truck	10.11
Truckdriver, Medium Truck	11.77
Truckdriver, Tractor-Trailer	16.34

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eight paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off

with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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WAGE DETERMINATION NO: 94-2135 REV (19) AREA: GA,AUGUSTA

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Wage Determination No.: 1994-2135  
 Revision No.: 19  
 Date Of Last Revision: 05/28/2002

States: Georgia, South Carolina  
 Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson,  
 Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes  
 South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

## \*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.00
Accounting Clerk II	9.80
Accounting Clerk III	11.79
Accounting Clerk IV	13.96
Court Reporter	13.95
Dispatcher, Motor Vehicle	13.95
Document Preparation Clerk	10.61
Duplicating Machine Operator	10.61
Film/Tape Librarian	11.82
General Clerk I	9.28
General Clerk II	10.43
General Clerk III	10.93
General Clerk IV	12.24
Housing Referral Assistant	17.89
Key Entry Operator I	9.53
Key Entry Operator II	12.02
Messenger (Courier)	7.88
Order Clerk I	9.25
Order Clerk II	12.51
Personnel Assistant (Employment) I	10.55
Personnel Assistant (Employment) II	11.82
Personnel Assistant (Employment) III	13.95
Personnel Assistant (Employment) IV	18.93
Production Control Clerk	18.10
Rental Clerk	10.28
Scheduler, Maintenance	10.82
Secretary I	10.82
Secretary II	13.19
Secretary III	17.89
Secretary IV	19.87
Secretary V	22.02
Service Order Dispatcher	11.44
Stenographer I	12.06
Stenographer II	13.66
Supply Technician	15.90
Survey Worker (Interviewer)	12.54
Switchboard Operator-Receptionist	9.95
Test Examiner	13.19
Test Proctor	13.19
Travel Clerk I	9.86
Travel Clerk II	10.84
Travel Clerk III	11.70
Word Processor I	8.66
Word Processor II	10.84
Word Processor III	12.54
Automatic Data Processing Occupations	

Computer Data Librarian	12.39
Computer Operator I	10.81
Computer Operator II	16.20
Computer Operator III	19.95
Computer Operator IV	20.79
Computer Operator V	24.54
Computer Programmer I (1)	18.88
Computer Programmer II (1)	24.09
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.09
Computer Systems Analyst II (1)	27.54
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.73
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.77
Automotive Glass Installer	13.97
Automotive Worker	14.52
Electrician, Automotive	15.35
Mobile Equipment Servicicer	12.15
Motor Equipment Metal Mechanic	16.32
Motor Equipment Metal Worker	14.52
Motor Vehicle Mechanic	15.70
Motor Vehicle Mechanic Helper	11.92
Motor Vehicle Upholstery Worker	13.55
Motor Vehicle Wrecker	14.52
Painter, Automotive	14.76
Radiator Repair Specialist	14.52
Tire Repairer	11.29
Transmission Repair Specialist	16.32
Food Preparation and Service Occupations	
Baker	10.87
Cook I	9.50
Cook II	10.87
Dishwasher	6.79
Food Service Worker	7.41
Meat Cutter	11.56
Waiter/Waitress	7.47
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.99
Furniture Handler	10.16
Furniture Refinisher	14.99
Furniture Refinisher Helper	11.48
Furniture Repairer, Minor	13.23
Upholsterer	14.99
General Services and Support Occupations	
Cleaner, Vehicles	6.98
Elevator Operator	7.24
Gardener	10.01
House Keeping Aid I	6.88
House Keeping Aid II	7.87
Janitor	7.24
Laborer, Grounds Maintenance	7.90
Maid or Houseman	6.78
Pest Controller	12.55
Refuse Collector	8.98
Tractor Operator	9.35
Window Cleaner	7.97
Health Occupations	
Dental Assistant	12.57
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.05
Licensed Practical Nurse I	9.82
Licensed Practical Nurse II	11.02
Licensed Practical Nurse III	12.32
Medical Assistant	10.14
Medical Laboratory Technician	11.14
Medical Record Clerk	10.42
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98



Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	11.02
Registered Nurse I	17.91
Registered Nurse II	22.02
Registered Nurse II, Specialist	22.02
Registered Nurse III	26.52
Registered Nurse III, Anesthetist	26.52
Registered Nurse IV	31.76
Information and Arts Occupations	
Audiovisual Librarian	19.65
Exhibits Specialist I	13.87
Exhibits Specialist II	17.05
Exhibits Specialist III	20.79
Illustrator I	15.85
Illustrator II	19.61
Illustrator III	23.91
Librarian	19.88
Library Technician	11.02
Photographer I	13.47
Photographer II	15.09
Photographer III	18.71
Photographer IV	22.89
Photographer V	27.61
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.94
Counter Attendant	7.94
Dry Cleaner	8.22
Finisher, Flatwork, Machine	7.94
Presser, Hand	7.94
Presser, Machine, Drycleaning	7.94
Presser, Machine, Shirts	7.94
Presser, Machine, Wearing Apparel, Laundry	7.94
Sewing Machine Operator	8.46
Tailor	9.65
Washer, Machine	8.05
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.79
Tool and Die Maker	18.47
Material Handling and Packing Occupations	
Forklift Operator	11.53
Fuel Distribution System Operator	11.29
Material Coordinator	18.10
Material Expediter	18.10
Material Handling Laborer	8.21
Order Filler	10.25
Production Line Worker (Food Processing)	14.75
Shipping Packer	10.78
Shipping/Receiving Clerk	10.78
Stock Clerk (Shelf Stocker; Store Worker II)	13.56
Store Worker I	8.43
Tools and Parts Attendant	12.28
Warehouse Specialist	14.75
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.75
Aircraft Mechanic Helper	12.11
Aircraft Quality Control Inspector	17.70
Aircraft Servicer	13.95
Aircraft Worker	14.92
Appliance Mechanic	15.82
Bicycle Repairer	11.29
Cable Splicer	18.88
Carpenter, Maintenance	14.99
Carpet Layer	14.92
Electrician, Maintenance	17.71
Electronics Technician, Maintenance I	13.10
Electronics Technician, Maintenance II	17.39
Electronics Technician, Maintenance III	18.76
Fabric Worker	13.95

Fire Alarm System Mechanic	15.94
Fire Extinguisher Repairer	13.03
Fuel Distribution System Mechanic	18.33
General Maintenance Worker	16.59
Heating, Refrigeration and Air Conditioning Mechanic	15.94
Heavy Equipment Mechanic	18.00
Heavy Equipment Operator	17.57
Instrument Mechanic	17.57
Laborer	8.61
Locksmith	15.82
Machinery Maintenance Mechanic	17.36
Machinist, Maintenance	15.94
Maintenance Trades Helper	11.92
Millwright	16.75
Office Appliance Repairer	15.82
Painter, Aircraft	14.99
Painter, Maintenance	14.99
Pipefitter, Maintenance	17.88
Plumber, Maintenance	16.91
Pneudraulic Systems Mechanic	16.75
Rigger	16.75
Scale Mechanic	14.92
Sheet-Metal Worker, Maintenance	15.94
Small Engine Mechanic	14.92
Telecommunication Mechanic I	15.94
Telecommunication Mechanic II	16.89
Telephone Lineman	15.94
Welder, Combination, Maintenance	15.94
Well Driller	16.75
Woodcraft Worker	16.75
Woodworker	13.03
Miscellaneous Occupations	
Animal Caretaker	7.80
Carnival Equipment Operator	8.84
Carnival Equipment Repairer	9.50
Carnival Worker	6.79
Cashier	7.46
Desk Clerk	9.09
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.27
Recreation Specialist	14.56
Recycling Worker	11.67
Sales Clerk	8.83
School Crossing Guard (Crosswalk Attendant)	6.79
Sport Official	9.33
Survey Party Chief (Chief of Party)	15.60
Surveying Aide	10.15
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.87
Swimming Pool Operator	12.35
Vending Machine Attendant	10.03
Vending Machine Repairer	12.35
Vending Machine Repairer Helper	10.03
Personal Needs Occupations	
Child Care Attendant	9.09
Child Care Center Clerk	11.95
Chore Aid	6.11
Homemaker	12.66
Plant and System Operation Occupations	
Boiler Tender	16.75
Sewage Plant Operator	15.82
Stationary Engineer	16.75
Ventilation Equipment Tender	12.11
Water Treatment Plant Operator	15.82
Protective Service Occupations	
Alarm Monitor	10.59
Corrections Officer	14.20
Court Security Officer	14.20

Detention Officer	14.20
Firefighter	16.00
Guard I	7.67
Guard II	12.18
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.14
Hatch Tender	18.14
Line Handler	18.14
Stevedore I	16.96
Stevedore II	19.32
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.15
Archeological Technician II	15.91
Archeological Technician III	19.65
Cartographic Technician	21.07
Civil Engineering Technician	22.00
Computer Based Training (CBT) Specialist/ Instructor	24.09
Drafter I	12.40
Drafter II	14.14
Drafter III	15.85
Drafter IV	19.65
Engineering Technician I	13.69
Engineering Technician II	15.62
Engineering Technician III	17.50
Engineering Technician IV	21.70
Engineering Technician V	26.55
Engineering Technician VI	32.02
Environmental Technician	15.81
Flight Simulator/Instructor (Pilot)	27.54
Graphic Artist	20.17
Instructor	19.73
Laboratory Technician	11.17
Mathematical Technician	19.65
Paralegal/Legal Assistant I	9.27
Paralegal/Legal Assistant II	17.03
Paralegal/Legal Assistant III	20.82
Paralegal/Legal Assistant IV	25.18
Photooptics Technician	18.71
Technical Writer	26.59
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	12.29
Weather Observer, Senior (3)	13.66
Weather Observer, Upper Air (3)	12.29
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.78
Parking and Lot Attendant	9.90
Shuttle Bus Driver	11.39
Taxi Driver	9.21
Truckdriver, Heavy Truck	14.89
Truckdriver, Light Truck	10.85
Truckdriver, Medium Truck	11.81
Truckdriver, Tractor-Trailer	14.89

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor

Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be

classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.